CMA apology to Indigenous Peoples

Dr. Santanna Hernandez
CMA Board Member

Fall 2024

ASSOCIATION MÉDICALE CANADIENNE
CANADIAN MEDICAL ASSOCIATION

Contextualizing the apology

1. A necessary step in the CMA's own reconciliation journey, as per the guidance of the Indigenous Guiding Circle (2022)

2. A spark to ignite action by others, particularly medical associations, to take concrete action toward advancing reconciliation in health care

The CMA's reconciliation journey

Engagement strategy

- Indigenous and non-Indigenous

ReconciliACTION plan

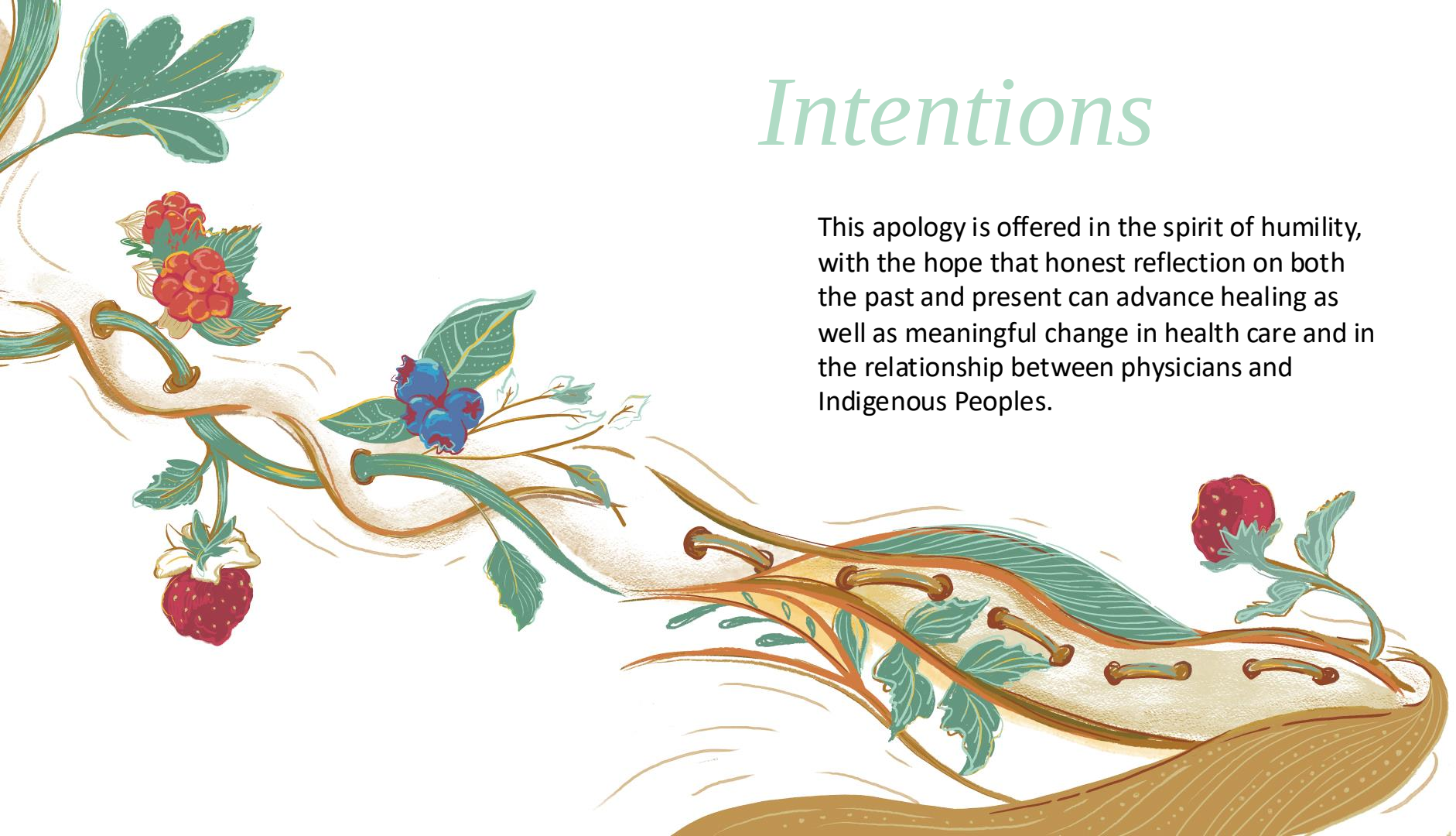
- Action plan anchored by the Impact 2040 Indigenous health goal

Apology project

- Apology statement
- Apology ceremony
- Action plan (high-level)
- Supports for Indigenous physicians and learners

Intentions

This apology is offered in the spirit of humility, with the hope that honest reflection on both the past and present can advance healing as well as meaningful change in health care and in the relationship between physicians and Indigenous Peoples.



Indigenous health goal created by the first Indigenous Guiding Circle (2022)

Indigenous Peoples achieve measurable, ongoing improvements in health and wellness, supported by a transformed health system that:

- is free of racism and discrimination;
- upholds Indigenous Peoples' right to self-determination;
- values, respects and holds safe space for Indigenous worldviews, medicine and healing practices; and
- provides equitable access to culturally safe, trauma-informed care for all First Nations, Inuit and Métis.

As the national voice of the medical profession, the CMA is committed to:

- Taking responsibility for the past
- Bettering our understanding of present-day harms
- Supporting others in exploring their organizational truths and furthering their own reconciliation journeys

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EXCUSES OFFICIELLES DE L'AMC AUX PEUPLES AUTOCHTONES

Ces excuses ont été présentées le 18 septembre 2024 lors d'une cérémonie publique à Victoria, en Colombie-Britannique, sur le territoire traditionnel des peuples de langue lək̓ʷəŋən̓, les Premières Nations Songhees et Xwsepsum, par le Dr Alika Lafontaine, ancien président de l'AMC (2022-2023), les Dres Paula Cashin et Santanna Hernandez, membres autochtones du Conseil d'administration de l'AMC, et la Dre Joss Reimer, présidente de l'AMC.

L'Association médic
subis et continuent

Le racisme et la dis
et nous en avons p

En tant que porte-p
devenir qui ont po

Nous reconnaissons
Les médecins joue
patientèle, le systè

En tant qu'associat
équitable pour l'en
ciblant les Autoch

Nous n'avons pas é
patientèle reçoive
compte que nous

À tous les peuples
perdu votre confia
reconnaissons que

Nous assumons la
la base de la confia

Nous acceptons la
effacer ce qui a été
réciprocité avec les

Nous reconnaission
mais nous sommes
durable.

Tout cela ne serait
autochtones qui on
ont fait preuve en
gentiment échangé
un processus émot

Leur gentillesse, le
à « désapprendre »
plan de nos interac

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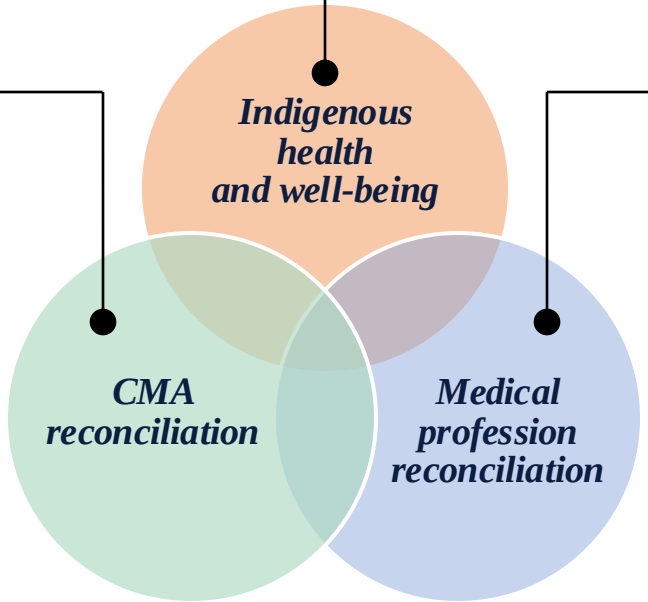
ᖃᐅᔨ ᑲᖃᐅᓂᖅᓴᓇᓂᖅᑐᑦ ᑕᒪᓐ ᓯ/ᐱᐦᐣ, 18, 2024-ᒪᐃᑎᓗᒍ ᒪᒋᐊᓂᖅᓴᓂᖅ ᑲᓇᐃᔨᓂᐊᓕ ᑲᖃᐅᓂᖅ ᐊᐅᓂᑐᓪᓗᓂᖅ ᐊᒃᑐᐃᓐᓇᓕᒫᑦ, ᓯᓚᑦᑎ ᑲᑕᓯᐱᐅᓕ ᖃᐅᔨᓂᖅᓴᓇᓂᖅᑐᑦ ᑕᒪᓐᓇᖅᑐᖅ ᑲᓇᐃᔨᓂᐊᓕ ᓄᓇᑐᖃᖅᑐᑦ ᐊᐅᓂᑐᓪᓗᓂᖅ ᐃᓕᓴᕐᓂᐊᓕᒫᑦ ᑲᓇᐃᔨᓂᐊᓕ ᓄᓇᑐᖃᖅᑐᑦ ᐊᐅᓂᑐᓪᓗᓂᖅ ᐃᓕᓴᕐᓂᐊᓕᒫᑦ (Songhees-ᓂᒃ) ᓂᒪᓗ ᐃᓄᐃᓕᓐᓂᐅᑦ (Esquimalt-ᓂᒃ), ᓄᓇᑐᖃᖅᑐᑦ ᐃᓕᓴᕐᓂᐊᓕᒫᑦᒥᓐᓄᓐ ᑕᑯ ᐊᓐᓂᓴᓂᕐᒥᑦᑎᓐ, ᖃᐅᔨᓂᖅᓴᓇᓂᖅᑐᑦ ᑲᓇᐃᔨᓂᐊᓕ ᐃᓄᐃᓕᓐᓂᐅᑦ ᐃᓄᐃᓕᓐᓂᐅᑦ ᐊᐅᓂᑐᓪᓗᓂᖅ ᐃᓕᓴᕐᓂᐊᓕᒫ

Where we go from here

ReconciliACTION plan: 3 interconnected spheres of action

Advancing Indigenous health and well-being, per Impact 2040 Indigenous health goal: Initiatives defined by Indigenous Peoples for the direct benefit of Indigenous Peoples, communities, physicians and learners

Advancing the CMA's reconciliation journey: Supporting the CMA's organizational change, staff learning and growth



Inspiring and supporting the medical profession's journey to truth and reconciliation: Initiatives to spark and sustain reconciliation efforts in the health care system, with a focus on supporting the reconciliation journey of medical organizations, leaders, physicians and learners

ReconciliACTION plan

PURPOSE

- Demonstrate authenticity of the CMA's apology by committing to future actions
- Convey the CMA's sustained commitment to advancing reconciliation and pledge to become anti-racist
- Catalyze ongoing change to improve Indigenous health outcomes and advance meaningful truth and reconciliation in the health system
- Outline measures to hold ourselves accountable; we will correct mistakes, learn, reflect and adjust as we move forward
- Recognize that the CMA's current and future actions with respect to Indigenous health must be guided by Indigenous Peoples and communities through the Indigenous Guiding Circle and other channels
- Call to action and support for others across the medical ecosystem to undertake/continue their own journey of reconciliation

Examples of ReconciliACTIONS

- We will continue to co-create and implement initiatives in partnership with the Indigenous Guiding Circle and Indigenous partners to advance more equitable health care in allyship with First Nations, Inuit and Métis Peoples.
- We will review the CMA Code of Ethics and Professionalism with the goal of strengthening provisions related to racism and discrimination.
- We will support initiatives designed to spark and sustain reconciliation efforts; increase the recruitment and retention of Indigenous learners and physicians; and eliminate anti-Indigenous racism in the health system.
- We will support our partners in walking their own paths of reconciliation.
- We will continue to build on current Indigenous representation in our organization and continue to review our policies, systems and processes to support a culture of ongoing truth and reconciliation.
- We will foster a deeper understanding within our organization of Indigenous Peoples' rights, as identified in international law, constitutional law and treaties.

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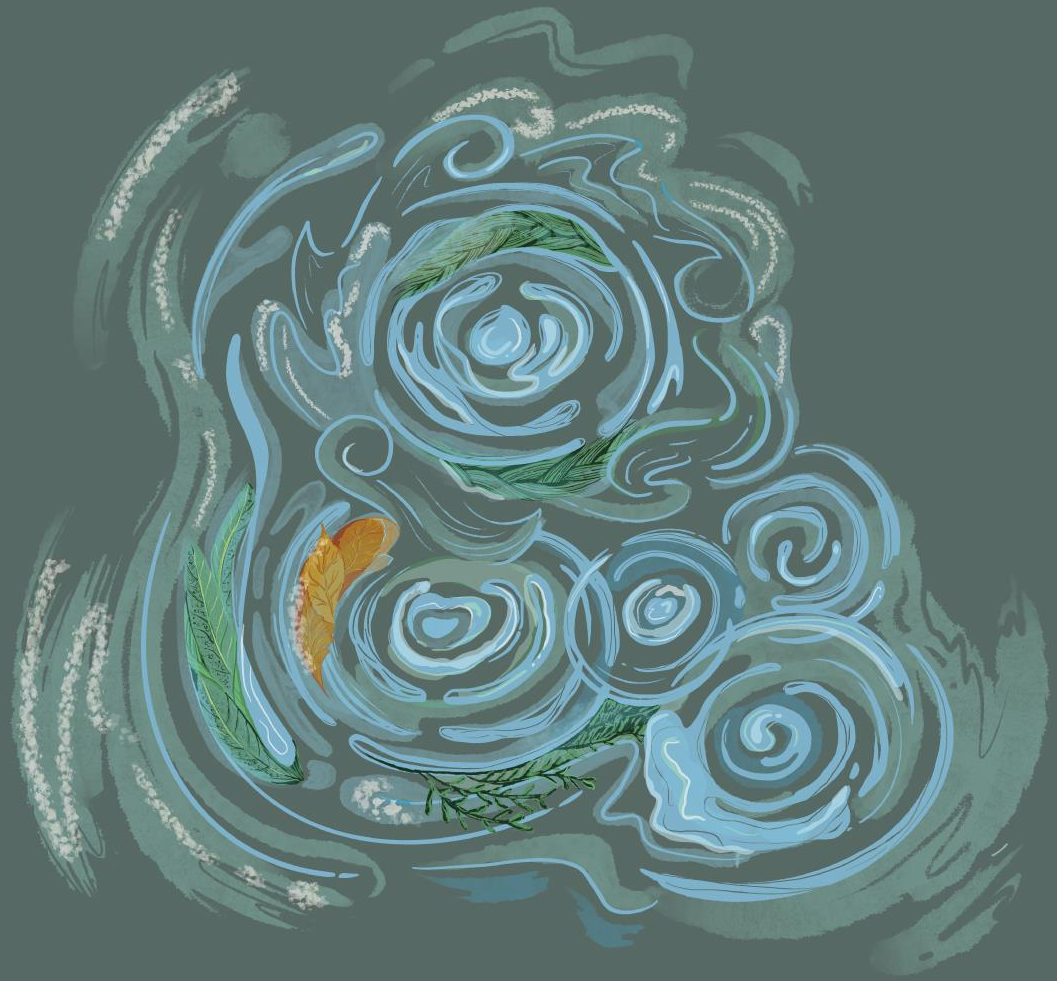
CMA resources:

- An apology for harms to Indigenous Peoples
  - Video of apology ceremony
  - Full apology statement
  - ReconciliACTION plan
  - Historical and ethical review document
  - Journey of reconciliation guide
- Indigenous health
- Land acknowledgment
- The Unforgotten, a film about Indigenous health

Other resources:

- In Plain Sight: Addressing Indigenous specific Racism and Discrimination in B.C. Health Care
- Reclaiming Power and Place: The Final Report on the National Inquiry into Missing and Murdered Indigenous Women and Girls
- Report on the Royal Commission of Aboriginal Peoples
- Truth and Reconciliation Commission of Canada Calls to Actions
- United Nations Declaration on the Rights of Indigenous Peoples
- NCCIH Resources: Cultural safety and respectful relationships



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Visit:

cma.ca/apology